

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Complaint Activity
VA-Wide

Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Number of Complaints Filed	2813	2642	2807	2601	2918	2117
Number of Complainants	2692	2514	2668	2478	2775	2055
Repeat Filers	109	124	123	112	134	43

Complaints by Basis 29 CFR §1614.704 (d)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Race	992	995	997	967	994	763
Color	139	119	115	104	131	142
Religion	105	79	73	66	326	115
Reprisal	1209	1129	1243	1178	1180	1003
Sex	806	716	706	698	754	580
Pregnancy Discrimination Act	0	18	16	18	25	20
National Origin	249	238	221	213	234	193
Equal Pay Act	18	23	19	24	2	1
Age	644	632	643	618	635	488
Disability	1095	967	1066	954	1110	816
GINA	3	6	5	3	10	3
Non-EEO basis	0	0	0	0	0	0

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Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Appointment/Hire	93	64	83	55	77	52
Assignment of Duties	239	356	298	254	242	222
Awards	8	18	5	18	17	16
Conversion to Full-time	1	1	0	2	2	1
Disciplinary Action						
Demotion	19	27	25	24	23	12
Reprimand	123	127	128	115	79	50
Suspension	128	110	93	80	86	63
Removal	92	126	90	58	61	29
Warning	151	202	199	147	233	237
Duty Hours	77	98	112	77	106	72
Performance Evaluation/Appraisal	341	265	328	272	284	252
Examination/Test	2	1	2	0	4	1
Harassment						
Non-Sexual	1631	1518	1760	1633	1881	1394
Sexual	112	88	83	86	95	82
Medical Examination	4	12	12	4	8	8
Pay (Including Overtime)	145	140	172	154	187	161
Promotion/Non-Selection	384	373	391	355	340	275
Reassignment						
Denied	27	16	20	23	22	19
Directed	227	100	258	187	239	210
Reasonable Accommodation Disability	391	355	427	331	445	306
Reinstatement	0	1	2	0	3	0
Religious Accommodation	10	6	6	6	163	25
Retirement	46	116	48	41	48	48
Sex-Stereotyping	0	0	0	0	3	0
Telework	32	36	77	89	82	54
Termination	249	192	291	280	247	181
Terms/Conditions of Employment	60	39	45	36	26	57
Time and Attendance	332	381	446	389	391	375
Training	71	100	85	60	71	76
Other*	155	0	160	143	146	71

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
The average length of time it has taken an agency to complete, respectively, investigation and final action for:	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Complaints pending (for any length of time) during fiscal year						
Average number of days in investigation stage	149.6	135.9	126.2	123.5	225.8	202.5
Average number of days in final action stage	647.7	728.9	781.7	103	72.6	51.6
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	192.6	190.7	195	187.4	306.5	210.5
Average number of days in final action stage	6	8	7	6.5	6.8	5.1
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	211.6	206.7	202.3	198.2	241.9	198.5
Average number of days in final action stage	140	222	310	199.5	138.3	98.1

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Total Complaints Dismissed by Agency	496	574	572	595	511	344
Average days pending prior to dismissal	49.9	46.7	40.9	46.1	61.9	74.0

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Total Complaints Withdrawn by Complainants	208	174	188	197	215	161

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	56	100%	73	100%	65	100%	63	100%	39	100%
Without Hearing	18	55%	29	52%	36	49%	44	68%	38	60%	31	79%
With Hearing	15	45%	27	48%	37	51%	21	32%	25	40%	8	21%

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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	56	100%	73	100%	65	100%	63	100%	39	100%
Race	9	27%	6	11%	17	23%	5	8%	4	6%	2	5%
Color	0	0%	0	0%	2	3%	1	2%	2	3%	0	0%
Religion	1	3%	3	5%	3	4%	0	0%	1	2%	2	5%
Reprisal	6	18%	17	30%	31	42%	27	42%	26	41%	13	33%
Sex	10	30%	12	21%	15	20%	16	25%	18	29%	6	15%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	3%	2	4%	3	4%	1	2%	1	2%	1	3%
Equal Pay Act	0	0%	0	0%	1	1%	0	0%	2	3%	0	0%
Age	1	3%	1	2%	5	7%	3	5%	2	3%	1	3%
Disability	18	55%	25	45%	28	38%	24	37%	31	49%	28	72%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	29	100%	36	100%	44	100%	38	100%	31	100%
Race	1	6%	4	14%	5	14%	1	2%	2	5%	2	6%
Color	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Religion	1	6%	0	0%	2	5%	0	0%	0	0%	1	3%
Reprisal	2	11%	8	28%	14	39%	15	34%	14	37%	9	29%
Sex	4	22%	5	17%	7	19%	9	20%	7	18%	6	19%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	2	7%	1	3%	1	2%	0	0%	1	3%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
Disability	11	61%	14	48%	16	43%	21	48%	20	53%	22	71%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	15	100%	27	100%	37	100%	21	100%	25	100%	8	100%
Race	8	53%	2	7%	12	32%	4	19%	2	8%	0	0%
Color	0	0%	0	0%	0	0%	1	5%	2	8%	0	0%
Religion	0	0%	3	11%	1	3%	0	0%	1	4%	1	13%
Reprisal	4	27%	9	33%	17	46%	12	57%	12	48%	4	50%
Sex	6	40%	7	26%	8	22%	7	33%	11	44%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	1	7%	0	0%	2	5%	0	0%	1	4%	0	0%
Equal Pay Act	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Age	1	7%	1	4%	5	14%	3	14%	2	8%	0	0%
Disability	7	47%	11	41%	12	32%	3	14%	11	44%	5	63%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	33	100%	56	100%	73	100%	65	100%	63	100%	39	100%
Appointment/Hire	0	0%	0	0%	1	1%	0	0%	0	0%	1	3%
Assignment of Duties	0	0%	1	2%	5	7%	1	2%	3	5%	1	3%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	1	2%	1	2%	0	0%
Suspension	0	0%	0	0%	4	5%	0	0%	0	0%	0	0%
Removal	0	0%	1	2%	3	4%	1	2%	1	2%	0	0%
Warning	0	0%	0	0%	7	9%	1	2%	2	3%	1	3%
Duty Hours	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	5%	7	9%	3	5%	0	0%	1	3%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	12	36%	13	23%	21	28%	15	23%	21	33%	9	23%
Sexual	2	6%	6	11%	6	8%	8	12%	8	13%	4	10%
Medical Examination	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	3%	2	4%	1	1%	4	6%	4	6%	0	0%
Promotion/Non-Selection	5	15%	5	9%	16	22%	11	17%	2	3%	1	3%
Reassignment												
Denied	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Directed	1	3%	4	7%	3	4%	1	2%	1	2%	0	0%
Reasonable Accommodation	9	27%	15	27%	11	15%	16	25%	20	32%	22	56%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	3%	3	5%	2	3%	4	6%	4	6%	2	5%
Terms/Conditions of Employment	0	0%	3	5%	2	3%	0	0%	0	0%	0	0%
Time and Attendance	1	3%	3	5%	1	1%	4	6%	6	10%	2	5%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	8	24%	14	25%	20	27%	10	15%	11	17%	4	10%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2018		2019		2020		2021		2022		2023	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	29	100%	36	100%	44	100%	38	100%	31	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%
Assignment of Duties	0	0%	1	3%	1	3%	0	0%	2	5%	1	5%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	1	2%	1	3%	0	0%
Suspension	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Removal	0	0%	1	3%	2	5%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	2	5%	1	2%	1	3%	1	3%
Duty Hours	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	3	10%	2	5%	1	2%	0	0%	1	3%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	17%	6	21%	6	16%	4	9%	9	24%	5	16%
Sexual	1	6%	4	14%	6	16%	6	14%	4	11%	4	13%
Medical Examination	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Pay (Including Overtime)	1	6%	0	0%	0	0%	1	2%	3	8%	0	0%
Promotion/Non-Selection	1	6%	2	7%	6	16%	7	16%	0	0%	1	3%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	3	10%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	7	39%	11	38%	7	19%	14	32%	13	34%	16	52%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	1	3%	2	5%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	1	6%	2	7%	0	0%	2	5%	3	8%	2	6%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	6	33%	8	28%	10	28%	9	20%	10	26%	3	10%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2018		2019		2020		2021		2022		2023 Q3 (10/1/22-6/30/23)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	100%	27	100%	37	100%	21	100%	25	100%	8	100%
Appointment/Hire	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	4	11%	1	5%	1	4%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	1	3%	1	5%	1	4%	0	0%
Warning	0	0%	0	0%	5	14%	0	0%	1	4%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	5	14%	2	10%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	9	60%	7	26%	15	41%	11	52%	12	48%	4	50%
Sexual	1	7%	2	7%	0	0%	2	10%	4	16%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	2	7%	1	3%	3	14%	1	4%	0	0%
Promotion/Non-Selection	4	27%	3	11%	10	27%	4	19%	2	8%	0	0%
Reassignment												
Denied	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Directed	1	7%	1	4%	3	8%	1	5%	1	4%	0	0%
Reasonable Accommodation	2	13%	4	15%	4	11%	2	10%	7	28%	6	75%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	7%	2	7%	0	0%	4	19%	4	16%	2	25%
Terms/Conditions of Employment	0	0%	2	7%	2	5%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	4%	1	3%	2	10%	3	12%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	2	13%	6	22%	10	27%	1	5%	1	4%	1	13%

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Pending Complaints Filed in Previous Fiscal Years by Status 29 CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Total complaints from previous Fiscal Years	4332	4562	4458	3680	3553	4253
Total Complainants	3734	3955	3878	3255	3177	3860
Number complaints pending						
Investigation	8	24	16	3	4	29
ROI issued, pending Complainant's action	18	11	17	8	6	80
Hearing	3286	3236	2934	2523	2214	2459
Final Action	444	714	731	468	536	784
Appeal with EEOC Office of Federal Operations	574	576	759	678	793	901

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2018	2019	2020	2021	2022	2023 Q3 (10/1/22-6/30/23)
Pending Complaints Where Investigations Exceeds Required Time Frames	144	97	52	43	15	10